

State of Utah
Benefits At-A-Glance
Benefits Eligible Employees Only

Annual Leave*

4 hours per pay period	(104 hours per calendar year)	0 - 4 years of service
5 hours per pay period	(130 hours per calendar year)	5 - 9 years of service
6 hours per pay period	(156 hours per calendar year)	10-19 years of service
7 hours per pay period	(182 hours per calendar year)	20 or more years of service

Sick Leave*

4 hours per pay period	(104 hours per calendar year)
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Bereavement Leave*

Up to a maximum of three (work) days at management's discretion

Holidays*

11 paid holidays	
Dr. Martin Luther King, Jr Day	Columbus Day
Presidents Day	Veterans Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day
Pioneer Day	New Year's Day
Labor Day	

**Leave hours are prorated for part-time employees*

Medical Insurance

Choose from three different plan designs and three different networks

Traditional Plans (employee bi-weekly premiums)	FAMILY	DOUBLE	SINGLE
Summit or Advantage	\$61.75	\$46.25	\$22.43
Preferred	\$311.57	\$233.41	\$113.18

STAR Plan* (employee bi-weekly premiums)	FAMILY	DOUBLE	SINGLE
Summit or Advantage	---	---	---
Preferred	\$192.09	\$138.65	\$66.93

Consumer Plus Plan* (employee bi-weekly premiums)	FAMILY	DOUBLE	SINGLE
Summit or Advantage	---	---	---
Preferred	\$164.82	\$111.37	\$53.29

*FY 2020 employer [HSA contributions](#) for qualified plans are:

STAR: \$791.96 for single coverage; \$1583.92 for double and family plans.

Consumer Plus: \$1,824.68 for single coverage; \$3,649.62 for double and family plans.

Contributions are frontloaded semi-annually and are pro-rated when necessary.

Note: If you don't qualify for an HSA, you may be eligible for an HRA.

Details can be found in the [2019-20 Open Enrollment Benefit Guide](#).

HSA Cash Conversion

Allows employees on high deductible health plans to receive up to one-half of the amount that would otherwise go into the employee's HSA as taxable cash (annual election)

Employee will be responsible for taxes on both the employee and employer's portion of the cash election.

Not applicable for HRA participants

Dental Insurance

Choose from 3 plans

Employee bi-weekly premiums	FAMILY	DOUBLE	SINGLE
PEHP Preferred Choice	\$4.45	\$2.45	\$1.32
PEHP Traditional	\$8.06	\$4.42	\$2.39
Regence Expressions	\$30.85	\$17.39	\$9.86

Vision Insurance

Choose from 4 plans

Employee bi-weekly premiums	FAMILY	DOUBLE	SINGLE
OptiCare Full	\$9.04	\$6.10	\$3.83
OptiCare Eyewear Only	\$6.29	\$4.46	\$2.94
Eye Med Full	\$7.71	\$5.56	\$3.40
Eye Med Eyewear Only	\$6.40	\$4.67	\$2.94

Note: Save on medical and dental visits by visiting one of the [State Discount Health Clinics](#) located in Salt Lake City, Ogden, Provo and Orem.

Telemedicine benefit

Discounted 24/7/365 on-demand doctor visits available through [Intermountain Connect Care](#). If you are on the Traditional Plan it is \$10 per visit. If you are on the STAR Plan the cost is \$49 per visit or \$10 per visit after your deductible is met. This benefit is for all PEHP networks (Summit, Advantage, and Preferred).

Flexible Spending Account

This is an optional pre-tax account that can be used for out-of-pocket medical and dependent care expenses.

Wellness Benefits

PEHP members may access multiple wellness programs.

Life Insurance

The State of Utah provides \$25,000 basic term life. Additional coverage is available at the employee's expense.

Accidental Death and Dismemberment Insurance

AD&D provides benefits for death and loss of use of limbs, speech, hearing or eyesight due to an accident; subject to the limitations of the policy.

Long Term Disability Insurance (LTD)

LTD is a state-paid benefit that will pay a portion of the employee's salary in the event of a medically verifiable disability.

Life Assistance Counseling thru Blomquist Hale

Employees enrolled in PEHP's medial insurance plans are eligible for life assistance counseling without cost sharing.

Voluntary Benefits

- Short Term Disability
 - Optional voluntary benefit designed to pay a portion an employee's salary should he/she be unable to work due to a non-occupational illness or injury.
- Met Life and Liberty Mutual offer discounted home and auto insurance
- Hyatt Legal Plan - Discount legal services

Employee Discount Program

A variety of vendors offer state employee special discounts on products and services.

Other Potential Benefits

Please check with your supervisor to see if the following benefits are currently available to your agency

- Educational Assistance
- UTA Bus Passes

Retirement

1- Employees hired on or after than 7/1/2011 and have never been in the URS retirement system have two options for retirement in the **Tier II** System. Employer contributions to your 401(k) are vested after four years.

Public Employees System

*Tier 2 Hybrid Retirement System. Employer contributes an amount equal to 10% of your salary between both plans (pension and 401(k))

*Tier 2 Defined Contribution Plan. Employer contributes an amount equal to 10% of your salary to a 401(k) plan only.

Public Safety System

*Tier II Hybrid Retirement System. Employer contributes an amount equal to 12% of your salary between both plans (pension and 401(k)).

*Tier II Defined Contribution Plan. Employer contributes an amount equal to 12% of your salary to a 401(k) plan only.

2- Employees who have any service credit with an employer covered by the Utah Retirement Systems prior to 7/1/2011 are in **Tier I** Public Employees or Public Safety System.

Information on URS plans will be mailed to employee when hired. Additional information can be found at www.urs.org.

401(k) Matching Program:

Employees may participate in a 401(k) for tax deferred retirement investments. Eligible employees, who contribute to a 401(k), 457 or IRA, will get a match from the State of Utah up to \$26 per pay period. The employee must open a 401(k) for the state's contribution. The actual match rate is determined by the legislature on an annual basis. Please contact an HR representative from the Employee Resource Information Center (ERIC) at 801-538-3742 for detail information regarding the match.

State employees are paid through direct deposit